DOCUMENT RESUME

ED 021 581 LI 000 787

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THE OHIO LIBRARY ASSOCIATION AND THE OHIO LIBRARY TRUSTEES ASSOCIATION: A SURVEY.

Spons Agency- Ohio State Library Board, Columbus.

Pub Date Oct 67

Note- 82p.; Report prepared as a part of the Study of Ohio Public Libraries and State Library Services (LI000568).

EDRS Price MF-$0.50 HC-$3.36

Descriptors- GROUP ACTIVITIES, *GROUP MEMBERSHIP, *LIBRARIES, *LIBRARY ASSOCIATIONS, MEETINGS, PARTICIPATION, *PROGRAM IMPROVEMENT, PUBLICIZE, *TRUSTEES

Identifiers- Ohio Library Association, Ohio Library Trustees Association

This study assesses the activities of the Ohio Library Association (OLA) an the Ohio Library Trustees Association (OLTA)--the formal and informal relationships with the State Library, promotion of libraries throughout the state by these organizations, and participation and attitudes of the organizations' members. Data for the study were collected through an examination of the by-laws, newsletters and other relevant documents of each organization, interviews with persons affiliated with the organizations, attendance at a district meeting and regional workshop, and questionnaires mailed to the membership. Recommendations concerning the OLA involve: including all types of libraries in the OLA, more membership benefits for nonprofessionals, guidelines for selecting officers and committees, a panel of librarians to study the relation of OLA to the State Library, working for another accredited library school, and greater emphasis on public relations. Recommendations for the OLTA emphasize more active participation among the trustees, principally by offering more effective and creative programs that directly involve the trustees. The questionnaires used for the study are appended. (JB)

LI000787

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THE OHIO LIBRARY ASSOCIATION

and

THE OHIO LIBRARY TRUSTEES ASSOCIATION

A Survey

by

Ellen Altman

October, 1967

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INTRODUCTION

This report details the findings of a study prepared for Professor Ralph Blasingame, Graduate School of Library Service, Rutgers University and consultant to the Ohio State Library Board in formulating a plan for library development in that state. The principal objectives of this study are to assess the activities of the professional librarian and library trustee organizations—namely, the Ohio Library Association and the Ohio Library Trustee Association. The organizational structure of these groups per se will not be studied but will be considered only as related to the central purpose of the study.

The scope of this survey includes:

1. An assessment of the formal and informal relationships which exist among the organizations and the State Library and recommendations concerning future ties which might be useful.
2. An analysis of how effectively these groups are promoting libraries throughout the state and recommendations concerning possible areas for action in the future.
3. A study of the degree of participation of the membership and their attitudes toward their organizations which might promote or hinder effective statewide library development.

Data for this study were gathered through examination of by-laws, newsletters and other relevant documents of each organization. In addition all copies covering the years 1957 to 1967 inclusive of the Ohio Library Association Bulletin and the Ohio Library Trustee were carefully examined. Various rosters of members and officers of the associations were checked to determine the "make-up" of these groups. Interviews were conducted with 29 persons affiliated with these organizations, many of whom were present or past officers.

The surveyor attended one district meeting and one regional training workshop. In order to get a picture of how the membership views its organization, questionnaires were sent to 2100 members of the Ohio Library Association. A different questionnaire, but having the same general purpose, was sent to 1785 trustees. Copies of the questionnaires constitute the Appendix of this report.

Statistical data and other relevant information were obtained primarily from the files of the executive office of OLA and OLTA and from publications of the two associations. Statistics on Ohio libraries were derived from the *Ohio Directory of Libraries*, for 1957 through 1966, published by the State Library. All numbered footnotes are at the end of the text.

The surveyor wishes to thank Mr. A. Chapman Parsons, OLA-OLTA Executive Director, and his secretary, Mrs. Londa Goheen, for their patience and good humor in answering the many questions put to them. To Mr. James Renard, whose assistance was invaluable in preparing this report, I extend special thanks. And to those members of OLA and OLTA who took time from their busy schedules to give me the benefit of their opinions, I offer my sincere appreciation.

OLA MEMBERSHIP

While the purpose of this report was to study the professional librarians' association in the state, it must be pointed out that strictly speaking, the Ohio Library Association is not a "professionals' only" group. According to the constitution adopted in 1966, "Any person who is or has been officially connected with any library in the state or any student who is regularly enrolled in a program of library study, may upon payment of annual dues, be entitled to active membership with a right to vote."[1]

In addition, any person or company interested in libraries or in the association may join as an associate or sustaining member but is not entitled to vote. This year the organization enrolled 35 sustaining but no associate members.

Total membership in the OLA has increased significantly since the establishment of an executive office in the summer of 1964, as reflected in the following table. The surveyor has been unable to find any official estimate of the total number of library employees in the state. However, by totaling the figures listed in the Ohio Directory of Libraries for public, academic and special libraries and adding the number of school librarians reported by the Educational Consultant, Ohio Department of Education, it can be estimated that there are slightly over 7000 library employees in Ohio.

Total OLA Membership

Year	Number of Members
1967	2181
1966	1956
1965	2113
1964	1426
1963	1364
1962	1340
1961	1480
1960	1605
1959	1638
1958	1680

The Executive Director attributed the decline in 1966 to the fact that membership renewal was done by mail instead of appointing a membership chairman in each library as was done in 1965 and 1967.

Classes of OLA Members

Type of Membership	1967	1966	1965
Active	2068	1865	2046
Subscription	49	55	32
Sustaining	35	22	22
Honorary	1	1	1
Continuing	5	6	5
Life	6	7	7

The association keeps no records on professional and non-professional personnel among its membership. The surveyor made a careful study of membership applications for 1967 and estimated on the basis of the job titles listed that approximately 695 members could be classified as non-professional library employees.* One may also get an idea of the extent of non-professional participation by examining the roster of officers and committee personnel—all of whom appear to be professionals as indicated by the job titles which they list.

While the greatest proportion of its membership works in public libraries, the association has attracted fewer than 50 per cent of the total number of possible public library employees. The figures given below show the number of public library employees eligible for membership as compared to the actual number of members.

Year	Total Number P. L. Employees	Total P. L. Members in OLA**
1967	4695 (est.)	1526
1966	4573	1458
1965	4413	1428

** Figures not available prior to 1965.

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*For the purpose of this study, individuals holding a fifth year degree in library science on either the master's or bachelor's level were considered professionals as were those persons who listed their position on the OLA membership applications for 1967 as librarian, director of public relations or business manager. Persons who gave job titles such as clerk, secretary, circulation desk assistant or bookmobile assistant were counted as non-professional employees.

These figures indicate that OLA currently enrolls 32.5 per cent of public library employees in the state. It should be pointed out that the numbers reported for library staff include maintenance help and guards. It is probably unrealistic to expect these people to join OLA.

The association draws the greatest portion of its public library members from the larger libraries, probably indicating that the bulk of these people are professionals. The organization has not been successful in enrolling staff from the smallest libraries in the state. Many of these small libraries are open only a few hours each day and are usually staffed by personnel who may be unaware of the value of professional associations.

Number of Members from Public Libraries
By Size of Library*

No. of Volumes	1966	1965
under - 10,000	5	4
10,001 - 25,000	59	62
25,001 - 50,000	107	124
50,001 - 100,000	153	165
100,001 - plus	1071	1207

Number of Libraries Having No Members
By Size of Library*

No. of Volumes	1966	1965
under - 10,000	24	25
10,001 - 25,000	42	45
25,001 - 50,000	17	17
50,001 - 100,000	4	8
100,001 - plus	0	0

*Figures not available for 1967.

Although OLA welcomes members from other than public libraries, it has not had significant success in enrolling them. There are 60 college and university libraries in Ohio employing slightly over 1,000 persons of whom nearly half are classified as professionals by the Ohio Directory of Libraries, published by the State Library. At present, only 23 per cent of the total possible number of college library employees belong to OLA.

Academic librarians are eligible to join the Library Section of the Ohio College Association. However, data on how many who have joined that section is not available. Several persons who have participated in the Library Section's annual meetings over the past few years estimate the number in attendance at 30 to 35. Only two academic librarians who returned the OLA questionnaire reported membership in this group. The Association of College and Research Libraries of the American Library Association seems to attract most of the academic librarians in Ohio, as will be demonstrated later in this report.

Number of Academic Library Personnel
In Full-time Equivalents**

	1967 (est.)	1966 (est.)	1965
Professional	486.6	457.6	428.6
Non-Professional	658.4	619.5	580.6
Total	1145	1077.1	1009.2
OLA Members	262	214	217

**1965 figures derived by totaling data in Ohio Directory Of Libraries. 1966 and 1967 figures estimated based on increase of academic librarians in Ohio since 1962: Source Ohio Directory Of Libraries: 1961-1966. Student employees are not included.

A number of college librarians have been and still are active in OLA. However, many librarians in Ohio's colleges do not seem to have been sufficiently interested in the organization to join or to retain membership.

The Ohio State Board of Education has only recently revised its standards for school libraries and librarians. There are no standards for certifying elementary librarians beyond possession of a teaching certificate. Requirements for junior high school librarians holding baccalaureate degrees range from eight semester hours of library science in schools of 300 or fewer students to 24 hours for 500 or more. Librarians in senior highs enrolling fewer than 300 students must have 12 semester hours of library science. The standards do not stipulate whether these courses must be at the bachelor or master level.

According to the Educational Consultant, School Library Services, Ohio Department of Education, most school librarians consider themselves as teachers first and librarians second. Of the 1261 persons classified as school librarians in the state, 1059 belong to the Ohio Association of School Libraries, a division of the Ohio Education Association.[2] In 1967, 147 joined the Ohio Library Association. It should be noted that the OASL holds its conference at the time of the state teachers' convention which is a school holiday. It appears that many principals are reluctant to allow these librarians additional time to attend OLA meetings.

The latest edition of the Ohio Directory of Libraries registers 91 special libraries and states that its listing is incomplete. The Special Libraries Association reports that it has 262 members in its Ohio Chapters. Yet, only 31 special librarians belong to OLA. The tables below give an estimate of the total number of libraries of all types in the state and the membership by type of library in OLA.

Number of Libraries in Ohio

Type	1967	1966	1965
Public	258*	258	264
Academic	60*	60	58
Special	95*	93*	91
School	1,497#	1,400*	1,051**

* Estimated. Official figures not reported for 1967.
** Includes only libraries open full time.
# Source, School Library Services Office, Ohio Department of Education.

OLA Membership By Type of Library

Type	1967	1966	1965
Public	1526	1458	1428
Academic	262(3)	215	217
Special	31	--	--
School	147	115	116
Other**	130	77	140

** Includes student members.

Number of Student Members*

School	1967	1966
College	17	10
High School	4	1
Other	8	0

*Figures not available prior to 1966.

The Executive Director has consistently followed a policy of maintaining relationships with other library groups in the state. He belongs to the Ohioana Library Association, the Ohio Association of School Librarians, the Ohio Association of Law Libraries and Southeastern Librarians Association. Announcements of meetings of these other organizations regularly appear in the Ohio Library Association Bulletin. The association has undertaken to publish and distribute a newsletter for the Ohio Association of Law Libraries.

THE EXECUTIVE OFFICE

Four years ago the officers of the Ohio Library Association and the Ohio Library Trustees Association decided to pool their resources and establish an executive office to supervise the activities of the two groups and to serve as a spokesman for library interests. Until that time much of the work of the associations had been done at the State Library. Two employees of the State Library served as membership secretaries for OLA and OLTA. One of these persons edited the trustees' bulletin and sold exhibit space for the annual conference. The State Library offices served as a meeting place for many OLA committees, and all OLA and OLTA mailings were sent from the State Library although the associations did pay for stationery and postage. However, in 1963, when the Little Hoover Commission appointed by the Governor recommended abolishing the State Library, the OLA and the OLTA felt they needed a separate office and staff.

The executive boards of both associations voting independently approved the creation of the office and the employment of an Executive Director by the Joint Public Relation Committee, the funding agency for both organizations. OLA then took a mail vote among its members to ratify the proposal. OLTA had given its endorsement at the annual business meeting.

The "Rules and Regulations of the Joint Executive Boards" state that the purpose of the office is "to advance total library development in the State of Ohio, the education of members of both groups, the interpretation of library needs to the general public and legislative bodies, to support the programs, functions, and operations of the State Library."

It is unanimously agreed by both the current and past officers of the two associations that the Executive Director has taken over much of the routine work connected with the organizations. In the past, the presidents and vice-presidents particularly were hard pressed to maintain their own professional work along with the responsibilities of association office.

A former president of OLA sums up how the Executive Director can help: "A president-elect and then a new president quickly becomes aware that there is very little that can be done or undone during a one-year term of office. He finds himself in the same position as any administrator who must get his work done through people, with one major drawback—he does not have his people at hand. Our members are scattered over the state and quick communication with any group of them is either costly or time-consuming. The committee system is slow and meetings are very likely to cost $100 or more each. None of us had enough time, and yet, we give generously of our limited time. The Executive Director of the Association can help by expediting action, pushing those items which need attention and giving continuity and background to officers and committee chairmen."[4]

The Executive Director and his secretary prepare all correspondence for both associations. In 1966, 38,000 pieces of mail were sent by the office. In addition, they maintain membership rosters, collect dues, and handle all financial records. The Director supervises over-all planning for the autumn and spring conferences, works with the legal counsel on legislative matters, and represents OLA-OLTA at numerous meetings of other organizations. He also visits libraries around the state at the invitation of the trustees and staff.

The office itself serves as a focal point for both groups. It is a central place where members and non-members alike can come for information. Perhaps, most important, it is a unifying agency whereby both library employees and trustees can exchange ideas and work together for library development.

At the time the office was proposed, several members wrote the OLA president expressing the fear that the office would conflict with the powers and responsibilities of the State Library. Presently, close cooperation exists between both agencies. They work together on educational programs and legislative matters. In fact, many of those interviewed during the survey felt that OLA and OLTA had become stronger and more vital organizations since they were no longer dependent upon the State Library. There is some feeling that this independent status also allows the associations to plead State Library causes more effectively in the Legislature than before.

Only three other state library associations have established executive offices. The New York and Pennsylvania associations have selected office managers to oversee their operations while California and Ohio favored naming executive directors who are also librarians.

According to the "Rules and Regulations of the Joint Executive Boards," the Director works under the supervision of the directors of both associations and executes policies which they determine. Because he is well acquainted with library matters, and because he also attends the meetings of the executive boards, the Director is in a position to advise the officers on establishing policy for both groups. As he becomes more knowledgeable about statewide library questions, his opinions may carry more weight than those of officers who are elected to serve only a year or two.

In 1966, the Executive Director spent 106 days either traveling on behalf of the associations or attending meetings. From January through April of this year, he devoted 46 days to these same activities. If he is required to spend more time traveling around the state and working on legislative matters, it may become necessary to hire additional staff to take over the more routine tasks which he now performs.

OLA AND THE STATE LIBRARY

For many years, until the establishment of the executive offices, the State Library served as unofficial headquarters for OLA. Committee meetings were held there; the Bulletin was mailed from there, and a member of the State Library staff served as membership secretary.

The State Librarian and his higher-level staff members were called upon to speak at nearly every annual conference and district meeting. In fact, personnel of the State Library dominated the District Meeting Committee until 1966. A check of this committee revealed that the same State Library staff member has served continuously for over eleven years.

In nearly every area in which OLA operated, the State Library had a large voice. Part of the reason for this situation may be that the previous State Librarian acted as a focal point for the association before the OLA Executive Director came on the scene.

However, the major portion of OLA's educational programs have been and still are dependent upon State Library funds. OLA members, working with State Library staff, plan and conduct various educational workshops on both the professional and non-professional level. (These programs will be discussed at length later in this report.) Since the State Library is putting up the money, it naturally has a large voice in deciding the types of programs to be held.

When the executive office was organized, several prominent librarians in the state expressed fear that the new office would usurp the power and function of the State Library. That, fortunately, has not happened. Rapport between the two agencies seems to be excellent because of the general good will and skillful handling of the situation on the part of the Executive Director and the present State Librarian.

Sometimes trustees and librarians call upon the Executive Director for help in solving their library problems. If he feels that the nature of the problem is within the domain of the State Library, he refers the caller to that agency. Nevertheless, he does attempt to help some who seek advice. Therefore, it is conceivable that the executive office might inadvertently step into the province of the State Library.

No statement of policy setting forth the duties and powers of each office in relation to the other has been formulated to date. According to the participants, no areas of disagreement have arisen as yet either. Relations in the past are no sure indication of relations in the future especially if the current personnel changes. Therefore, it is recommended that a special panel of OLA members and State Library staff be appointed to prepare a detailed policy statement outlining the boundaries and responsibilities of the OLA and the State Library in connection with each other.

GOVERNANCE OF THE OLA

While the day-to-day activities involved in operating the association are handled by the Executive Director, policy making and planning are vested in the officers and the board of directors. A nominating committee directed by the previous president selects one candidate each for president, vice-president, secretary, ALA representative, and two candidates for the Board of Directors. This slate is presented for election at the annual conference. The vice-president is also president-elect. It is interesting that the current vice-president is the first school librarian chosen for such high office. Since its founding in 1895, the association has chosen 12 presidents from college libraries and 50 from public.

The number of persons on the Board of Directors has varied. At present there are eight members; two of whom are past presidents of OLA. According to the Revised Constitution of 1966, "The executive board consists of the elected officers, the immediate past president and six members at large to serve for terms of three years on a rotating basis, two to be nominated each year at the annual meeting."

The various interests of the association and its major activities operate through a system of committees. The number and types of these committees has been altered slightly through the years as the interests of the organization have changed. Their size has also grown. For example, in 1957 there were 81 committee spaces, and this year there are 132.

The amount of activity and the degree of effectiveness of each panel appears to depend on the chairman and his staff. Some groups seem to accomplish much more than others although the nature of the committee itself does play some part.

In 1964, OLA formed a Library Development Committee which also includes trustees. The president of OLA at that time wrote: "The charge given to the committee has deliverately been kept general—to formulate a dynamic program by which the OLA can advance the development and progress of Ohio libraries. The committee has been given wide latitude and powers to investigate any problem that it believes relevant to the improvement of librarianship in Ohio, and it has full authority to establish such sub-committees as it deems necessary."[5] He further stated that the committee might investigate the problem of the State Library and the relation of OLA-OLTA to it. It was also suggested that the group consider the improvement of financial support for Ohio libraries, the extension of academic library resources and their coordination with other library resources in the state.

As one of its first acts, the Library Development Committee working with the Acting State Librarian submitted a proposal for a survey of Ohio libraries to the State Library Board. The plan was ultimately approved.

The Ohio School Survey Commission in 1966 requested OLA to prepare a report on public library purpose and to present facts regarding the size of efficient library units. A subcommittee of the Development Committee drafted "A Statement of the Functions and Objectives of Public Libraries with Special Consideration of their Relationship to School Libraries" and published along with it a "Policy Statement on Public Library and School Library Relationships" prepared by two OLA members who work in the school library field.

The recently formed Membership Services Committee is concerned with improving fringe benefits for library employees. It has already conducted a poll and determined that the members are interested in group life insurance, hospital indemnity benefits and disability income protection. An underwriter is presently drawing up policies for this insurance

Two groups of long standing deal with recruitment and scholarships. The Recruitment Committee has suggested that the State Library employ a full-time recruiter. But at this time, no one has been found for the job. The association does grant $300 to a State Library consultant for trips outside Ohio to interview prospective employees at library schools in the Midwest. The committee also organized a file of "positive image" librarians to give speeches on librarianship around the state.

Since OLA has not awarded a scholarship since 1965, it seems rather futile to evaluate the work of a Scholarship Committee. In 1965, that panel recommended that the association award one annual grant of $1000 and establish a loan fund of $640 per academic year. However, OLA had no money for scholarships and still has none. In addition, the

State Library this year awarded eighteen scholarships of $3000 each. A State Library report on the LSCA program in Ohio noted that $84,748 federal funds had been used to educate 46 librarians through 1966. Some libraries in the state award their own scholarships in amounts in excess of $1000. Work study programs are readily available in libraries located near Western Reserve and Kent State.

Unless OLA is prepared to embark on a major fund raising campaign to finance scholarships, it seems pointless to continue this committee. The association could better serve prospective librarians by pushing hard for another accredited library school. At present, both accredited programs are located in the northeastern section of the state so that students from outside this area must incur the additional expense of room and board. Married women interested in earning library science degrees who live in other parts of the state are particularly handicapped.

The president of the organization has the power to appoint all committees and designate their chairmen. Nowhere in the constitution are there any guidelines for selection except the passage on the Board of Directors quoted earlier. In fact, membership in the association is not even required. OLA seems no different from many other associations where the same reliable "old hands" are called to serve again and again. Two committee members from 1935 currently retain committee assignments. The following table gives an indication of the selection process in forming committees.

Number of Members Serving on More Than One Committee

Year	Number of Comm. Spaces	Persons Serving 2 Comms.	Persons Serving 3+ Comms.
1967*	132	12	4
1966	124	11	6
1964	64	7	1
1961	93	13	3
1957	81	7	3

*These figures do not include the new Audio-Visual Sub-Committee of the Library Development Committee which includes nine repeats out of a total of 13 members.

The surveyor was unable to find any written statement establishing length of service for committee members. While retaining members does give some continuity to committee activities, it may also after a period of time tend to promote a reluctance to accept new ideas. A check on appointments revealed that nearly every committee did receive at least one new member this year, and there seems to be some evidence of selecting a few new people who had never served before. On the other hand, two committees (National Library Week and Institutions) have had the same people serving for four and seven years respectively. The same member of the State Library staff has retained a place on the District Meeting Committee for at least eleven years, even though these meetings are one of the few functions OLA does independently of the State Library.

Members of the Legislative Committee seem to be chosen for the libraries they represent. By and large, this is an understandable criterion for selection since these persons direct the largest libraries in the state. Within the past two years, some space for smaller libraries has been included. However, with the exception of 1964, when the panel had only three members, appointments to this committee have remained fairly stable. Four members have served ten or more years, one member nine and one eight years. Two have been appointed to five terms.

An analysis of committee assignments for 1966 and 1967 revealed that the largest proportion of those selected represent Northeastern Ohio. This may be attributed in part to the fact that four of the past five presidents are from the same area as is the current president-elect. It is understandable that these presidents would choose committeemen among the librarians they know personally.

Committee Representation by Geographic Area**

Area	1967	1966
Northeast	32	27
Northwest	11	12
Southeast	2	4
Southwest	18	16
Central	9	6

**No count was made for those serving on more than one committee. These areas were determined by arbitrarily dividing the state into four equal parts with a circle around the Columbus area.

That representatives from the largest libraries receive the most committee assignments, there is no doubt. Nor is it surprising in view of the fact that membership support comes primarily from large libraries.

Committee Representation by Size of Library***

Vols. in Library	1967	1966
over 100,000	56	55
50,001 - 100,000	9	5
25,001 - 50,000	6	6
10,001 - 25,000	1	0
under 10,000	0	0

***Figures do not include persons serving on more than one committee.

Committee Representation by Type of Library***

Library	1967	1966
Public and State Library	77	79
Academic	12	7
Library School Faculty	6	2
School	8	4
Special	0	3

***Figures do not include persons serving on more than one committee.

Since the rosters of committee members includes their titles, it is interesting that no one was listed who appeared to work in a non-professional capacity. As mentioned earlier in this report, the surveyor estimates 30 per cent of the current membership can be classed as non-professional. One hundred and sixty-eight persons who returned the OLA questionnaire checked high school as the highest educational level completed.

Committee assignments for the past ten years indicated that the same people were selected again and again. Those appointed undoubtedly have demonstrated that they are not only capable but also interested in the association. However, it seems to be equally important that other members of the organization be given an opportunity to serve.

It is recommended that an advisory group be appointed to set some criterion for choosing future committee members. Standards for selection should include geographic location, size of library and type of library. Some flexible limit should be set for the length of time one might remain on one panel and the number of committees one may serve in a single year. Definite effort should be made to include younger librarians and non-professionals.

OLA ROUND TABLES

OLA members are entitled to join two interest groups called Round Tables as part of their annual dues. A charge of $1 is made for each additional section one wishes to join.

A petition signed by 50 members requesting formation of a new Round Table may be presented to the Board of Directors for approval. The Board also has the power to dissolve any group whose membership has fallen below 50 for two consecutive years. Each section elects its own officers.

The Round Tables at the annual conference of the association sponsor programs of particular interest to their members similar to those at the ALA convention. Other Round Table programs may be held during the year depending on the wishes of the members and the energy of the chairman. Evidently, some of the chairmen are not very energetic. Several who returned the OLA questionnaire complained that they never heard from their groups.

Membership of Round Tables

Round Table	1967	1966	1965
Adult education	547	138	174
College and university	273	158	142
Extension	174	136	144
Junior members	105	45	34
Service to schools	318	156	179
Reference	566	393	413
Children	463	387	450
Staff organizations	143	63	73
Technical services	285	180	204
Young Adult	318	--	--

Perhaps the most significant increase in 1967 round table membership is reflected in the Junior's group which represents library employees under 35 or those having less than five-years library experience. In 1963, the Juniors had only 21 members,[6] a considerable drop from their high of 300 in the 1930's.[7] Part of the increase this year may be attributed to the fact that a local group was recently formed in Cincinnati and a Young Librarians Club in Akron. The Juniors had retained a seat on the Board of Directors, but that policy was discontinued in 1966. At present, four of their number hold appointments to other OLA committees.

The group sponsored a gathering this spring. However, they reran the same speeches that had already been given at four previous district meetings a few weeks before. Rehashing old programs may have a detrimental effect on the Junior's new membership drive.

OLA WORKSHOPS

Nearly all of OLA's educational programs are co-sponsored by the State Library. The Regional Training Committee of OLA draws up the programs in collaboration with State Library staff. Because the State Library finances them, it has final approval of all plans.

Since 1959, the two agencies have conducted an in-service training program for non-professional library staff. The faculty consists primarily of OLA members who donate their time. However, membership in the association is not required of the students. The surveyor visited such a workshop in June, 1967, where only 14 of the 74 participants belonged to OLA.

The programs have traditionally been geared for untrained personnel in small public libraries. Some of the large metropolitan systems conduct their own in-service training and, therefore, have little interest in permitting their employees to go, although two of the largest systems (Cuyahoga and Columbus) occasionally send branch personnel. The classes are held in three or four areas around the state and enrollment is limited to about 50 to 75 people at each location. Topics for the program may include circulation, reference, bookmobile, and work with children and young adults. Because the workshops last only two or three days, a great deal of material is touched on superficially.

The knowledge of the students ranges over a wide spectrum from new employees fresh out of high school to mature college graduates with considerable library experience. The quality of the classes depends to a great extent on the individual instructor and the way he chooses to present the material. There is no special leadership training program for the faculty. However, the students can exchange opinions on various problems and get new ideas to take back to their own libraries.

Until 1966, no other types of educational programs were offered. Last year LSCA money was made available for several other workshops. The first of these was an administrative training institute for professional librarians only co-sponsored by OLA, the State Library, the International City Managers Association, ALA and the University of Akron's Institute for Civic Education. It was a pilot-project based on the ICMA's text, Local Public Library Administration. Enrollment was limited to 15 directors of public libraries in communities under 50,000 in northeastern Ohio. A similar administrative training institute is planned for the fall of this year in the southeastern part of the state.

Recently, the Library School of Western Reserve University took part in an OLA-State Library workshop. Participation in the program was not limited to graduate librarians although most of the students were professionals. The workshop, "Reference Needs in Ohio," concentrated on the idea of inter-library cooperation in answering reference questions and discussed various types of handbooks. Western Reserve faculty supervised the instruction.

Another one-day reference workshop for personnel without library school degrees is being offered in four different locations of the state this summer. Instructors are drawn from libraries in each area. A book of programmed instruction dealing with basic reference sources was especially prepared for these workshops by the Regional Training Committee and the State Library staff.

A small individual registration fee is charged for all of the workshops, but this does not begin to cover the total expenses. The difference is supplied by the State Library from LSCA funds. Because OLA has limited money, it has not been able to offer any educational programs without the assistance of the State Library. In effect, the State Library has the power to decide what will or will not be done and calls upon the association primarily for personnel to teach classes. The State Library must enroll employees from public libraries to all its programs whether they belong to OLA or not. On the other hand, OLA members who work in non-public libraries are generally permitted to participate in these workshops on a "space available" basis.

CONFERENCES AND DISTRICT MEETINGS

The entire membership of both associations is invited to participate in the annual fall conference and the spring district meetings. The conference rotates among Cincinnati, Cleveland, Toledo and Columbus. The staffs of these host libraries handle a great deal of the local arrangements. The Executive Director oversees all the program planning, invites the speakers and signs up the exhibitors.

OLA makes considerable money by selling exhibit space. Both the number of exhibitors and the amount collected have grown significantly since the Executive Director has taken over the arrangements. A member of the State Library had sold space previously. In 1960, only $2800 was collected. Last year, 59 exhibitors paid $4825; projections this year are for 70 exhibitors to spend $6000.

The annual business meetings and the election of officers for both associations take place at the conference. Most of the Round Tables also hold meetings and present their programs. The trustees conduct a workshop at the same time. The conference is one of the few association events which features some speakers from outside Ohio.

The conference lasts three days which may make it difficult for many library employees and trustees to attend. Participation among trustees has been exceedingly low— approximately five per cent of the total membership.

Number of Persons Attending Annual Conferences

Year	Attendance*
1966	826
1965	900
1964	916
1963	800
1962	700
1961	600
1960	640
1959	570

*These figures include members of OLA, trustees, exhibitors and students.

The two associations also sponsor a series of one-day district meetings each spring. While these meetings take place at various points in the state, there are no arbitrary geographical boundaries outlining each district. The idea is to hold a meeting within a reasonable driving distance from the home community. A host library is designated for each area to find quarters large enough to accommodate the gathering and a place to lunch. Frequently, these meetings take place in a local church with the ladies of the congregation preparing the meal.

In previous years, each area had planned its own programs and utilized speakers and discussion leaders from the neighboring vicinity. However, this spring the same program and speakers were carried from one meeting to another. The same people seem to be frequently requested to deliver the addresses. As there is a ban on paying for speakers at these meetings, most of those called upon are "elder statesmen" librarians.

The district events are not limited to OLA members. Some smaller libraries close for the day so all their employees may attend. As a result, many non-professionals have an opportunity to take part. However, an analysis of the programs offered in the past shows little consideration of their interests. If part of these meetings were aimed more toward the non-library school graduate, and if some of them were included on the program, it might serve to attract other library employees to join the association. These get-togethers could possibly serve as a useful contact point to introduce more library staff workers to OLA.

Attendance at District Meetings

Year	Attendance
1967	1023
1966	1196
1965	1205
1964	986
1963	1151
1962	877

THE OLA BULLETIN

Although OLA sends flyers to keep members aware of upcoming meetings and special events, the association primarily communicates with its membership through the Ohio Library Association Bulletin. The January, 1965, Bulletin carried the cover message, "Climate for Change" and it was. A new editor had turned a dull, small-budget quarterly into a bright and lively publication which won the H. W. Wilson Library Periodical Award the following year.

Nearly all the articles are written by Ohio librarians. An analysis of the types of features which appeared from 1962 to 1967 showed that 33 dealt primarily with public libraries; 23 were of general interest such as Xerox copying, literary discussions, etc.; eight covered academic libraries and two school libraries. Nine speeches were either reprinted or summarized. Some library and personnel news is included in each issue along with a column written by the OLA president and Executive Director. An especially good feature is a cartoon page which pokes fun at the library world.

Eighty per cent of those who responded to the OLA questionnaire said they read the Bulletin regularly. Quite a number reported that the publication did not help in their work, but they enjoyed reading it anyway.

Because of the three-month interval between issues, the journal is often quite late in reporting the news, but the present financial situation prohibits more frequent publication. The Bulletin does accept advertising. Roughly 65 per cent comes from major library supply houses and publishers outside the state.

Most improvement costs money; the Bulletin is no exception. Its subsidy from the OLA treasury has increased significantly over the last two years.

OLA Bulletin Financial Report

Year	Receipts	Expenses	Subsidy
1966	$ 3499.00	$ 6390.45	$ 2891.45
1965	2735.14	5176.30	2441.16
1964	2783.23	3956.05	1172.82
1963	3158.48	3938.08	779.60
1962	1655.50	3176.69	1521.19

The present advertising rate is low; a full-page ad costs only $50. These rates have not been raised since 1957. Yet printing costs have risen significantly over the past few years. Advertising charges could be increased to help defray the deficit.

PUBLIC RELATIONS

In an effort to broaden their base of public support, both associations in the past two years have tried to establish friendly relations with several non-library groups. The Executive Director through professional contacts in other clubs and organizations has worked to promote a favorable impression of OLA and OLTA.

OLA allied itself with the Ohio Civil Service Employees Association in proposing revised salary schedules for State Library personnel. The association also maintains close contact with the Public Employees Retirement System. The Executive Director is a member of the PERS Legislative Council, and an OLA member sits on the PERS Executive Board. The Director gives many speeches to service clubs around the state and belongs to a number of civic and industrial groups.

Many powerful organizations having large memberships remain untapped by the association as a whole although friendly informal contacts are maintained by librarians in their own communities. These groups would include the Parent Teachers Association, the League of Women Voters, and the United Federation of Women's Clubs to name but a few. Such non-library organizations can be useful in winning public support for programs designed to improve libraries at the state and local level.

While the Executive Director and the presidents of OLA and OLTA might contact the state officers of these groups, much of the work must be done by local library staffs. However, these individuals need guidance on how to implement a good public relations campaign operating within a framework of policy set by the associations as a whole. OLA-OLTA does have a Joint Public Relations Committee, but it is a funding agency which meets annually to allot money for the operation of the executive office.

It is recommended that a panel be named to consider both long and short term public relations goals. Once these have been determined, material of a practical nature should be prepared and distributed to the membership outlining specific action to be taken at the local level.

The membership should be made aware of the value of using the news media as a means of communication. Pamphlets might be prepared which define the types of information newspapers, and radio and television stations are interested in using. The association might sponsor a workshop on how to write and submit publicity releases and radio and television spot announcements. Ideally, such a program would feature speakers who are professional journalists rather than librarians.

The association might also organize a speakers' bureau composed of articulate and dynamic librarians from all parts of the state who would represent the profession in talks before clubs and church groups. Such talks would stress the value of library services to the individual and the community.

LEGISLATIVE PROGRAM

OLA's greatest contribution to libraries and the library profession in the state has been its legislative program. All policy making on legislative matters for the association is directed by the Legislative Committee acting on the advice and counsel of an attorney.

Until 1961, the organization hired a Columbus attorney for each biannual session of the legislature to oversee the program for that particular term. This usually meant defending the intangibles tax from an assault by the Ohio Municipal League. Six years ago, a permanent legal counsel was retained to supervise the entire program on a continuing basis and also act as registered lobbyist for the association. In addition, he files "friend of the court" briefs on any library litigation in which OLA is interested and sometimes advises individual libraries on local legal problems.

This attorney checks closely on all proposals introduced in the State House which pertain to libraries. He also drafts bills which the Legislative Committee feels are needed and then arranges for a member of the legislature to introduce the measure. Fortunately, a member of OLTA is also a state representative. When hearings are scheduled on a controversial bill, the Executive Director asks certain librarians to be present to indicate OLA's position to the legislators. Frequently, OLA members are called upon to testify before these hearings.

On the whole, the legislative program over the last two sessions has been extremely successful. The base salary for State Librarian was increased by $3,300. A bill was passed to permit a Board of Trustees to release the library clerk from liability for loss of funds occurring as a result of matters beyond the clerk's control. Association libraries were given the right to appeal rulings of their budget commissions. None of the measures introduced at this 1967 session had been enacted at the time of this writing.

The association tries hard to get local librarians involved in the legislative program. The Executive Director may request that a library director or trustee call or write his state legislator and recommend passage or defeat of a particular bill. Members of both OLA and OLTA are urged to get to know their representatives and their families personally. Librarians are asked to offer services voluntarily be sending reference materials on subjects of interest to their state legislators.

The association devoted its 1967 district meetings to legislation. The legal counsel described to the members how a bill proceeds through the State House and how each library employee could help in getting favorable measures passed. Leaflets prepared by ALA, the Friends' Committee on National Legislation and OLA were distributed which outlined in detail how to communicate effectively with elected public officials.

OLA also published an Ohio Legislative Directory which includes standing committees of the House of Representatives and their members. A Legislative News Letter describing the status of pending bills is prepared by the OLA-OLTA Joint Public Relations Committee and sent to each public library in the state. The Legal Counsel who defines strategy on all pending and proposed legislation prefers using a soft-sell approach with state representatives, saving any large scale public opinion campaign for bills of crucial importance to all public libraries in the state similar to the crisis in 1963. The Executive Director has also worked to establish personal contact with the legislators and to keep them informed about OLA opinions.

Cementing good relations with public officials is extremely important now. This present legislature is the first elected since the state was reapportioned, and many members are new representatives from the fast-growing suburban areas.

THE OHIO LIBRARY FOUNDATION

OLA in a joint venture with the Ohio Library Trustees Association, the Ohio Association of Law Librarians, the State Library Board, the Ohio Association of School Librarians and the Library Section of the Ohio College Association formed the Ohio Library Foundation. This non-profit corporation established in 1963, is designed to promote better service in all types of libraries in the state. Only current and past presidents of the groups named above and members of the State Library Board may belong to the Ohio Library Foundation.

While the objectives of the foundation are ambitious — building programs, scholarships, automated catalogues of public library holdings and research projects, the group has not been able to raise sufficient capital. As of June, 1967, the foundation's assets totaled only $5503.67; four thousand dollars of which was raised primarily by the sale of historical census indexes of Ohio.

The foundation could possibly do considerable work in aiding all of Ohio's libraries. It is the one unifying agency representing a cross-section of all types of libraries in the state. If those members of OLA and OLTA who are also members of the foundation were to explore the possibilities of a long-term fund raising campaign and make workable recommendations, they might be able to generate some activity among the other participating agencies. The foundation has the potential to greatly enhance library development and mutual cooperation if it can serve as a source of financial support for pilot projects.

THE OHIO LIBRARY TRUSTEES ASSOCIATION MEMBERSHIP

The Ohio Library Trustees Association admits two types of members—individuals and libraries. The constitution and by-laws of the association makes eligible any member or former member of a public library board or any person interested in public libraries. The OLTA constitution specifies that library employees may not hold membership in the trustees' association, however, trustees may join OLA. Only three trustees presently belong to OLA. Of the 1760 trustees in Ohio, 1336 retain membership in OLTA.

Individual dues were only $1.00 per year until 1967 when they were increased to $3.00. Probably, as a result of the increase, membership dropped. It should be pointed out that most trustee memberships were paid from their librarys' budgets.

Individual Memberships in OLTA

Year	Number of members
1967	1336
1966	1580
1965	1566
1964	1426
1963	1463
1962	1530
1961	1532
1960	1478
1959	1453
1958	1463

The bulk of the income used for OLTA expenses and for operating the executive offices derives from library memberships. Authority to pay such dues from library funds is based on Ohio Attorney-General's Opinion 1948, no. 4122, and a 1952 ruling from the Bureau of Inspection and Supervision of Public Offices.

Only public libraries may join OLTA. However, OLA began enrolling institutional members from both public and non-public libraries in 1967. To date, 14 public, two college and two institutional libraries have joined. OLA dues are small—$10 to $35 and assessed according to the budget of the library.

There are 258 public libraries in Ohio eligible to join OLTA. The table below indicates the number which have taken this membership. Institutional members are not entitled to vote.

Libraries Holding Institutional Membership in OLTA

Year	Members
1967	219
1966	223
1965	219
1964	214
1963	212
1962	175
1961	200
1960	204
1959	208
1958	211

The Executive Director attributes the drop in 1967, to the fact that dues were substantially raised this year as shown by the following table. Dues set on a sliding scale are determined by the total of a library's income during the previous fiscal year.

OLTA Institutional Dues Scale

Library Income	1966 Dues	1967 Dues
$ 0- 10,000	$ 10	$ 15
10,001- 25,000	15	20
25,001- 50,000	35	50
50,001- 75,000	75	100
75,001- 100,000	100	150
100,001- 300,000	150	200
300,001- 600,000	150	300
600,001- 1,000,000	150	400
1,000,001- plus	150	600

Income from institutional dues in 1967 was obtained from libraries in the following amounts.

No. of Libraries	Dues Paid	Total Collected
50	$ 15	$ 750
47	20	940
37	50	1850
26	100	2600
15	150	2250
27	200	5400
8	300	2400
1	400	400
8	600	4800

OLTA GOVERNING BODY

OLTA is governed by a president, a vice-president, a secretary and an executive committee. The Executive Director serves as permanent treasurer. A slate of officers selected by a nominating committee is presented for election at the annual conference.

The president and vice-president may serve two consecutive terms. No restrictions are placed on the secretary or members of the executive committee. This committee was composed of three members until 1967 when an additional space was added "to provide a better geographical representation of trustees throughout the state."[8]

An analysis of the components of the governing body for the years 1957 through 1967 showed that there were 72 possible positions including officers and board members. Yet, in actuality, only 16 people ever held office. One trustee has been elected continuously since 1953. Three new members were nominated for the executive board just this year.

Number of Years on OLTA Governing Body by Individual Trustees: 1957 - 1967

Number of Years	Number of trustees
11	1
9	1
8	1
6	2
5	3
4	2
2	4
1	3

Geographical representation and size of library among those holding office over the past ten years were distributed as follows:

Geographical Area	Years of Service
Northwest	2
Northeast	37
Southwest	8
Southeast	8
Central	19

Size of Library	(No. of vols.)[9]	Years of Service
under	10,000	0
10,001 -	25,000	9
25,001 -	50,000	21
50,001 -	100,000	9
100,001 -	plus	35

OLTA has no other standing committees. However, several trustees have served on various OLA panels, particularly the Awards and Honors Committee. Currently, OLTA has representatives on OLA's Legislative and Library Development Committees. However, both of these persons are also on the OLTA governing authority.

It is not suggested that the trustees establish a committee structure similar to that of OLA. But it does seem apparent that more effort could be made to introduce new faces on the board and among the officers. Since the OLTA president has the power to appoint committees to accomplish certain projects, an attempt ought to be made to include more members and thus promote a more solid base of support among the membership.

THE OHIO LIBRARY TRUSTEE

The Ohio Library Trustee is the primary channel of communication with the membership. This quarterly publication is sent to every Ohio trustee whether he belongs to OLTA or not. The journal has been improved somewhat over the past three years.

At present, the magazine carries news of trustees' appointments and library bond issues which obviously have been culled from small-town newspaper clippings. An inordinate amount of space is devoted to announcements of conference and district meeting programs in view of the fact that special flyers are sent to each member publicizing these events. Then the speeches delivered at the meetings are reprinted. The "Report of the Legal Counsel" is probably the most helpful regular column in the Trustee. A great deal of space is given to urging the members to go to meetings and pay their dues. All in all, the publication does not seem aimed for its audience if one considers that, theoretically, trustees represent the intellectual and professional elite in their communities.

One of the major stumbling blocks to improving the Trustee is lack of money since funds for the journal must come out of the $3 individual trustee dues. The obvious way to get more money is to solicit advertising; the Trustee has not carried any ads for the last ten years.

At present, the Executive Director bears major responsibility for the publication. But the many demands of his other duties leave little time to concentrate on improving the Trustee. An editor and a business manager ought to be selected. Housewives or retired persons who are also trustees might be able to do an effective job with the publication.

The Executive Director has devoted a good deal of time to helping small communities plan new library buildings and public subscription campaigns. Besides speaking to trustee groups about building plans, the Director has also prepared mimeographed leaflets outlining what ought to be done in launching bond issues and planning new buildings. Publications of this type are valuable to those who have little time to attend meetings. The OLTA questionnaire revealed that many members were interested in material dealing with specific library problems. Articles might be published in the Ohio Library Trustee setting forth policy guidelines on personnel practices, taxation, intellectual freedom, etc.

OLTA MEETINGS

The trustees association does not conduct any conferences for its members alone. All district meetings and conferences are held under the joint auspices of OLA and OLTA. However, since OLA members attending these meetings outnumber trustees about 12 to 1, the programs are oriented toward library personnel. It has been the custom to plan some part of these events exclusively for the trustees. All planning rests with the officers and the Executive Director.

Usually one speaker from outside the two associations does participate in the trustees' part of the conference, but much of their program is conducted by librarians and other trustees. The district meeting speakers are chosen from the OLA-OLTA membership.

Trustees interviewed in connection with the survey and those responding to the questionnaire stated that lack of time prevented their participation at meetings. Undoubtedly, this is a major factor. Many of them cannot take time from their business affairs to go to all-day meetings which may be held a considerable distance from their homes. Also, one might suspect that the programming has not stimulated them enough to make the effort to attend.

The following table lists the number of OLTA members who came to fall conferences and district meetings during the past four years.

Year	No. of Members	No. at Conference	No. at Dist. Meeting
1967	1336	--	75
1966	1580	65	82
1965	1566	82	61
1964	1426	47	32

Every trustee who was interviewed remarked that the bulk of library board members tend to have a parochial outlook and take little interest in statewide affairs except for those issues which affect their own libraries. Election to a local library board, it appears, is sometimes considered an honor given in recognition of past service to the community.

Perhaps part of the lack of trustee participation must rest with the librarians. If a library director does not stress OLTA to his board, does not encourage attendance at meetings, and does not keep members up to date on publications of the executive office, the trustees may come to regard the association as unimportant.

It seems apparent that trustees, on the whole, are not going to have as great an interest in their association as the librarians have in OLA. A trustee who donates his time generally does not have the feeling of professional obligation which the librarian has. Therefore, programs for trustees have got to be especially good in order to motivate them to come to meetings.

OLA-OLTA FINANCES

The executive office is a joint project sponsored by both OLA and OLTA. Revenue for the operations of the office and staff salaries is funded through the Joint Public Relations Committee although the grants are approved by the executive boards of both associations. The major portion of the operating revenue comes from OLTA institutional dues but is supplemented by an appropriation from OLA funds. This year OLTA provided two-thirds of the allocated revenue.

Because each association pays separately for its own expenses such as publications and committee appropriations, separate budgets and checking accounts must be maintained. Trustee's individual membership produces little income since personal dues are only $3 per year; they were raised from $1 in 1966.

OLA derives most of its revenue from membership subscriptions. Dues are calculated at $1 per thousand of earned income with a $3 minimum. Students pay $2; sustaining members pay $10. The Executive Director has estimated the average individual dues paid at $6. 10 up $2. 70 from 1966 as a result of a dues increase. Ohio has no laws which limit the amount of dues which library employees may be charged.

The annual conference contributes the only other major source of OLA income. The district meetings pay for themselves through registration fees, but no significant surplus accrues to the organization.

When the executive office was organized, the trustees' association had a surplus of about $35,000 in institutional dues. That money was to help supplement any deficit from the yearly income. It has been necessary for the OLTA Executive Board to withdraw funds from these savings for the past three years. Less than $2000 of this money remained unused as of June, 1967.[10] Unless some additional capital can be found, the associations may not be able to maintain an executive office.

OLA QUESTIONNAIRE

A questionnaire was sent to all members of the Ohio Library Association who had paid dues by May 1, 1967. Of the 2,100 people queried, 876 (41.7%) replied. The number of respondents from public libraries was 667 (76.1%); from academic libraries 129 (14.7%). Sixty-five school librarians (7.4%) returned questionnaires. Replies from special librarians amounted to 15 (1.7%). It should be noted that everybody did not reply to all the questions. For this reason, some of the totals given do not equal the total number of returned questionnaires.

The greatest portion of the respondents joined the association within the past three years. The second highest representation came from those who had been members 10 to 20 years. Five of every seven questiomaires returned were from persons working in libraries owning over 100,000 volumes. Only two public libraries having fewer than 10,000 volumes replied. School librarians contributed the highest proportion of small library respondents with special libraries second.

Slightly over 40 per cent of those who answered had earned degrees beyond the bachelor's level in library science. Nearly 10 per cent had advanced degrees in other fields; most of these individuals worked in academic libraries. Persons holding bachelor's degrees, including the fifth year B.S. in L.S. accounted for 30 per cent of the total. All but eight of the 168 respondents having high school as the highest grade completed represented public libraries.

Seven of every eight who replied said they were allowed time to attend OLA conferences and meetings although only one-third reported that all of their expenses were paid by the library. Travel cost was the most frequently authorized expense.

Not one special librarian reported serving on an OLA committee within the last five years; two school librarians said they had received such assignments. Twenty-five committee spaces were listed by academic and 198 by public librarians. Of these last two groups, the overwhelming percentage represented came from the largest libraries. The smallest had none.

Over one-third of the respondents said they had attended a conference or a district meeting in 1965, 1966 or 1967. The number participating at these meetings increased slightly from year to year since 1961 with the exception of the 1967 district meeting.

Only 18 of the 876 people answering said they always found OLA Round Table meetings helpful; all of these represented public libraries. About one in nine found them frequently helpful. Most said they were sometimes useful although over 11 per cent thought them seldom worthwhile. Since nearly all OLA workshops have been directed toward subprofessional personnel, it is not surprising that 121 of 125 persons who found these programs very helpful came from public libraries. In fact, only 13 persons representing academic, school and special libraries replied to the workshop question. Four of the non-public library respondents thought the workshops were not helpful as did four from public libraries.

Book selection was voted the most popular topic for future programs. This was closely followed by reference and public relations. Legislation received the smallest number of votes, but perhaps people feel well-informed since the 1967 district meetings concentrated on that subject. However, technical services programs were the favorite of academic and special librarians. Other program possibilities mentioned by a number of respondents were audio-visual materials, automation, and storytelling.

Over 80 per cent said they regularly read the OLA Bulletin, and over 15 per cent read it sometimes. Sixty-nine per cent indicated they found Bulletin articles either helpful in their work or generally interesting.

Many OLA members belong to other library groups. The most popular of these is the American Library Association. It enrolled 379 of our 876 respondents. The academic librarians had the greatest percentage of representation in ALA— 103 of 129 who replied. Seventy-eight persons also had joined the Ohio Association of School Librarians and 75 the Ohioana Library Association. No other group listed on the questionnaire had over 40 members. Other organizations noted were mostly local, city or county clubs or the Catholic Library Association.

It is interesting that only two of the 129 persons from academic libraries mentioned belonging to the Ohio College Association, Library Section. Slightly over a third of the ALA members reported attending the 1966 ALA conference. That figure is approximately equal to the total OLA participation at the state conference. Fewer than one person in eight went to meetings of other library groups over the past five years.

The respondents were about equally divided as to which types of programs they felt OLA should concentrate its efforts: 219 favored library legislation; 214 wanted better workshops. Improved fringe benefits and working conditions was third with 168 votes.

Only 63 of the 876 members had ever called upon the executive office for help, and all but seven of these represented public libraries. The bulk of these people came from institutions owning over 50,000 volumes. Most of those who sought help indicated that they wanted advice on buildings or legal matters. However, some of the replies give the impression that the respondents confuse OLA with the State Library. For example, people stated they had contacted the executive offices for "Procedures for filing applications for LSCA funds"; "Pertaining to percentages of a total budget"; "The question of a public library furnishing classroom set service to elementary schools without a contract and without reimbursement"; "Receiving a head librarian"; "Job description and salary schedule."

Nearly everyone said they felt that the opportunity to meet other members and exchange ideas was the best fringe benefit of OLA membership.

The final part of the questionnaire invited the members to comment on how OLA could become a more effective organization. A number of people noted that the association had improved since the appointment of an Executive Director. However, most of those who replied felt that more should be done.

Several of the library directors interviewed during preparation of the survey gave the impression that they believed library employees had a duty to join OLA because it represents library interests in the legislature. Whether the mass of members felt that they got any personal benefits from the organization is open to question. They were to support the association by their dues, and, in turn, OLA would work to protect library employees and library interests in the state legislature. However, the comments of those who returned the questionnaire indicated that the members want more than legislative representation from OLA. They want to feel that they have a share in the group beyond paying yearly dues.

The surveyor decided to let the members speak for themselves. The quotations used in this report were chosen because they reflect the feelings of many of the members from a variety of libraries.

The strongest criticisms among the membership revolved around the selection of committee assignments and the place of non-professional staff. The greatest portion of the replies dealt with one or the other of these two issues. Here is what some of the respondents had to say:

> "Please recognize those of us who are not 'degreed' librarians."
>
> "I feel that if more librarians were involved in committees, etc., it would increase interest. The same people seem to always dominate such organizations and sometimes the so-called masses have within their ranks some very good material and conscientious workers."
>
> "Take a greater interest in the 'little people', those who do a great deal of the work, but are not recognized in these professional organizations."
>
> "Invite suggestions by the non-professionals on problems, service, public relations, and make us feel welcome by letting us contribute our experiences and our examples of community contribution to the reading public. Most of us are a dedicated type of person—and enjoy all facets of library work and desire to give top-quality service in our own library."
>
> "...Why should non-professionals get excited about OLA if it's only a dues-collecting machine instead of a group in which they can take part."
>
> "If OLA is to recruit membership from other than professional personnel, then attention must be paid to the non-professional group in the Bulletin, workshops, and at the OLA conference and/or district meetings."
>
> "Emphasis on problems of all library workers, not just professional problems."

> "I should think the majority of the people working in Ohio libraries are not professionals—that is, they do not have their MLS. Every district meeting I have attended, and every OLA Bulletin I have read has been directed completely toward the professional librarian. Many of my co-workers, most of whom are intelligent, college-educated women, feel that they are getting nothing at all from an organization which they have been made to feel is indispensible to their welfare. In short, I think the average staff member should be made to feel an important part of OLA and one in whom the organization is interested."

> "More people should be able to serve on committees. It seems as if only a few do the work all the time."

> "Use of younger members on the board. Members of the board seem to all be people who have served before."

> "Committee assignments could be distributed among alot more people."

> "Involve more people. Spread the committee jobs around..."

> "The newcomer and little guy is left out. All the people are directors, deans or heads of something. No attempt or opportunity of leading anything is given to the new in the field."

> "Chance for a broader participation on the part of members. Meetings seem to be dominated by the same people. New speakers for OLA meetings; we seem to hear the same people all the time."

> "Appoint qualified, interested, enthusiastic younger people to committees so the association will benefit from their fresh ideas and viewpoints. The same names have appeared on OLA committees for 20-25 years."

> "Any organization, I feel, gets better support from its membership if they have been involved even in a small way in its activities. In my nine years of membership in OLA, the same faces and names reappear as officers, committee heads, committee members. Are they the only members willing to work? I, and the majority of my co-workers, have never been asked to serve except through our dues. Is there any way that more people could be recruited to work in order that they might feel more personal relationship and responsibility to OLA?"

The most frequent comment among academic librarians was that programs are not geared to their needs. Other librarians complained about the content of programs and meetings. The quotes below are a representative example of some of the members thoughts.

> "I would like to see more emphasis on college and university libraries. As far as I am concerned, OLA is almost 100 per cent public library and of very little interest to me."
>
> "Too much emphasis on public libraries. College and university people feel left out."
>
> "Colleges and universities have long felt that OLA is almost completely public library oriented."
>
> "Have college and university libraries represented at the district meetings, i. e., a portion of the program planned for this group. Also, more than two hours at the fall meeting should be devoted to college and university libraries. It is not worthwhile to make the trip for one brief meeting. We would like to have more of the time devoted to subjects which at least recognize us as members."
>
> "Better and more useful programs for the average librarian and not so much on the administrative level."
>
> "OLA is pointed so strongly to administrative librarians that those not so situated are likely to feel that there is nothing for them."
>
> "More programs featuring small libraries. Most programs are dominated by the large libraries. We learn from them, but sometimes it's a little overwhelming for the small library people, especially the non-professionals."
>
> "I'm not suggesting how because I don't know, but something needs to be done to make OLA more relevant to librarians and library staffers who will never be in top positions. Right now it only seems to mean one more meeting to attend."
>
> "The thing that could be done to make OLA more effective is have some better speakers with more interesting comments at your district meetings. The workshops I have attended have been most interesting and enlightening, but the district meetings are dry and not too informative."
>
> "Speaking of fall and spring meetings: Fewer and shorter introductions. Emphasis on main speaker. Many of us have closed our library facilities for the day and have driven many miles. It does not seem worthwhile to sit through lengthy trivialities at these meetings."
>
> "Try to make programs at spring meeting more meaningful for the clerical help who join OLA and sometimes attend meetings. These are often urged to join OLA and go to perhaps one meeting

at which talk is of library legislation, recruitment, and doings of State Library with very little that is concrete, down-to-earth discussion of everyday library business and routines in which these clericals participate and in which they might find some helpful hints for improving or just better appreciating their own jobs."

OLTA QUESTIONNAIRE

Questionnaires were sent to each of the 1785 trustees in the state, of these, 1336 are members of the Ohio Library Trustees Association. Only 409 replied equaling 22.9 per cent of all trustees and 32 per cent of the membership. Five per cent of trustees from libraries having fewer than 10,000 volumes returned the questionnaire while the rate of response was fairly equally divided among libraries owning 10,001 to 100,000 volumes.

Over half of the respondents belonged to OLTA for five or more years, and 63 per cent had served on their library boards for the same period of time. Nearly one in four had remained on their boards 10 to 20 years. Virtually all indicated their activity in other civic or charitable organizations, church work, or service clubs.

Fewer than one in ten reported attending one of the past three OLA-OLTA annual conferences. Attendance for the years, 1961 through 1963, was even lower. Only one trustee representing a library of less than 10,000 reported ever going to conference, and that member went in 1962. Greatest participation at the conference came from the largest libraries while those owning between 25,001 to 50,000 were next. The district meetings attracted a larger turnout—slightly over 12 per cent. Yet, no trustee from the smallest library group reported attending a 1967 district meeting. In the years 1962-1966, participation for this group was two. District meeting attendance was fairly evenly distributed among all other sizes of libraries.

Although OLTA has no committee structure except for the Executive Board, some OLTA members do serve on OLA committees. Fifteen of the 409 respondents indicated committee service; eight represented libraries over 100,000 volumes. The smallest libraries had no one. Three hundred and fourteen members said they had never attended an OLA-OLTA workshop while 46 had.

Rather surprisingly the trustees preferred to see more meetings dealing with library personnel; conferences on legislation ran second. Other topics the members wanted to learn about were public relations, recruiting new staff, library consolidation, and the library's role in serving all citizens of the community.

Well over half of the respondents claimed to read the Ohio Library Trustee regularly; only 15 said they never read the publication. Several people suggested that the Trustee be improved as a more effective tool for communication and a forum for exchanging ideas.

Sixty-one of those who replied said they belonged to the American Library Trustees Association, although the OLTA executive office claims only 33 Ohio trustees have joined. It is possible that some respondents did not understand the question.

Surprisingly, 43 per cent of the trustees said they did not contact their representatives in the State Legislature for help in passing laws beneficial to libraries. Only one-third from libraries under 10,000 volumes expressed opinions to their legislators. The proportion for the remaining groups was about evenly divided at 50 per cent who did and 50 per cent who did not with the 25,001 to 50,000 volumes group showing a slightly higher percentage of legislative contact.

In response to the question on what OLTA could do to become a more effective organization, one of the most frequently mentioned suggestions was to have small groups of trustees from several libraries meet locally to discuss mutual problems. Yet, only about one trustee in 40 replied that he met frequently with members of other library boards. One in five said he sometimes attended such informal meetings, and 65 per cent said they seldom spoke with other trustees. No frequent interaction was reported among the smallest libraries or those owning between 50,001 to 100,000 volumes. The highest percentage of mutual interaction came from the largest library units.

Nearly 21 per cent of the respondents said they had called upon the OLTA executive office for help. However, the individual statements about the help sought made it apparent some of the trustees confused OLTA office with the State Library. Many members said the OLTA office had advised them on building or remodeling plans. Others said they had requested aid in finding new staff members and other personnel problems.

The replies to the open-ended question brought a variety of interesting suggestions on how OLTA might be more helpful. Some of the things requested\obviously intrude upon the province of the State Library as the suggestion that the association provide "teams of experts" or "traveling committees" to visit their libraries and make recommendations on improving management and service.

Several trustees asked that their interests be more carefully considered in planning district meetings and conferences. A number wanted "Trustees Only" meetings at the local level. The most frequent criticism from both small and large libraries was that present programs did not meet the needs of their libraries. Trustees from small towns complained that the programs were "city-oriented." Both groups wanted to have meetings for their size of library. The respondents also mentioned that the present meetings were dull. They asked for an opportunity to participate more fully rather than "just sit."

Some of the trustees asked if OLTA couldn't publish some pamphlets on library operation for board members setting guidelines on personnel, finances, real estate, and inter-library cooperation. Literature of this type might be sold to the various libraries and thus defray publication costs. If these materials were given to new trustees, they might feel favorably disposed toward the association.

SUMMARY

OLA

While all library employees in all types of libraries are eligible to join the Ohio Library Association, the organization currently enrolls only 2181 of an estimated 7000 library employees in the state. Although the greatest proportion of the members, 1526, work in public libraries, the association has attracted only 32.5 per cent of the total possible number of public library employees in Ohio. Among the public library employees, 1071 members represented all institutions owning over 100,000 volumes. Last year OLA failed to enroll a single member from approximately one half of the public libraries whose collections numbered fewer than 25,000 volumes.

Approximately 23 per cent of an estimated 1145 persons working in 60 academic libraries in the state currently hold membership in OLA. Among 1261 individuals classed as school librarians, 1059 belong to the Ohio Association of School Libraries. In 1967, 147 school librarians joined the Ohio Library Association. The Special Libraries Association reports 262 members in its three Ohio chapters. Yet, only 31 special librarians currently belong to OLA.

OLA keeps no records on professional and non-professional personnel among its membership. The surveyor made a careful study of membership applications for 1967 and estimated on the basis of the job titles given that approximately 695 members or about 30 per cent could be classified as non-professional library employees.

In 1963, the officers of the Ohio Library Association and the Ohio Library Trustees Association pooled their resources and established an executive office to supervise the activities of the two groups and to serve as a spokesman for library interests in the state.

Current and past officers of both associations agree that the Executive Director has assumed much of the routine work connected with the organizations. In previous years, the presidents and vice-presidents were hard pressed to maintain their own professional work along with the responsibilities of association office.

The executive office prepares all correspondence for both associations, maintains membership rosters, collects dues and handles all financial records. The Director supervises overall planning for the autumn and spring conferences, works on legislative matters and represents OLA-OLTA at meetings of other organizations. He also visits libraries around the state at the invitation of the trustees and staff. OLA membership has increased by 817 since the appointment of the Executive Director four years ago.

Until 1963, the State Library served as unofficial headquarters for OLA. Committee meetings were held there, the Bulletin was mailed from there, and two members of the State Library staff served as membership secretaries for OLA and OLTA. Many persons interviewed during this survey expressed the opinion that the previous State Librarian served as a focal point for both associations before the Executive Director came on the scene.

Even today the major portion of OLA's educational programs are dependent upon State Library funds. Since the State Library has traditionally directed its efforts to helping small public libraries, much of the OLA program has been involved with small libraries even though most of its members work in metropolitan libraries.

Both trustees and librarians call upon the Executive Director for help in solving their library problems. If he feels that the nature of the problem falls within the domain of the State Library, he refers the caller to that agency. Nevertheless, he does attempt to help some who seek advice. Therefore, it is possible that the executive office might inadvertently step into the province of the State Library. No statement of policy setting forth the duties and powers of each office in relation to the other has been formulated to date. It is recommended that such a detailed policy statement be prepared to avoid possible conflict in the future.

All OLA policy making and planning are vested in the officers and a Board of Directors. A nominating committee headed by the previous president presents a slate consisting of a single candidate for each office for ratification at the annual conference.

The various interests of the association and its major activities operate through a system of committees. The number and types of these committees have been altered slightly through the years as the interests of the organization have changed. The amount of activity and the degree of effectiveness of each panel appears to depend on the chairman and his staff, all of whom are appointed by the president.

Nowhere in the OLA constitution can one find any guidelines for committee selection. In fact, membership in the association is not even required. OLA seems no different from many other organizations where the same reliable "old hands" are called to serve again and again. Twenty-five persons currently hold spaces on two or more committees. The association has no formal policy establishing the length of service for committee members. At present, the make-up of some committees has remained relatively static for several years. A check on appointments revealed that nearly every committee did receive at least one new member this year, and there seems to be some evidence of selecting a few people who had never served before.

An examination of the job titles of people listed on the committee rosters failed to indicate a single appointee who appeared to work in a non-professional capacity. As mentioned earlier in this report, the surveyor estimated 30 per cent of the current membership can be classed as non-professional.

An analysis of committee assignments for 1966 and 1967 revealed that the largest portion of those selected live in northeastern Ohio. Representatives from metropolitan libraries tend to receive the most committee spaces. However, this is not surprising in view of the fact that membership support comes primarily from large libraries. In 1967, public library employees received three times as many committee appointments as those from academic, school, library school faculty and special libraries combined.

Committee selections for the past ten years indicated that the same people were chosen again and again. Those appointed have demonstrated that they are not only capable but also interested in the association. However, it seems to be equally important that other members of the organization be given an opportunity to serve.

Nearly all of OLA's educational programs are co-sponsored by the State Library. The Regional Training Committee of OLA draws up programs in collaboration with State Library staff. Because the State Library finances these programs, it has final approval of all plans.

A large part of the program has traditionally been geared to untrained personnel in small public libraries. Some of the metropolitan systems conduct their own in-service training and, therefore, seem to have little interest in permitting their employees to attend the sub-professional workshops. Until 1966, no other types of educational programs were offered. However, last year the State Library allotted LSCA funds for several workshops designed for professional personnel.

Although small individual registration fees are charged for workshops, they do not cover the total expenses. The difference is supplied by the State Library from LSCA funds. Because OLA has limited money, it has not been able to offer any educational programs without the aid of the State Library. Since the State Library decides what will or will not be done, it calls upon the association primarily for personnel to teach classes. State Library programs are open to all public library employees whether they belong to OLA or not. However, OLA members who work in non-public libraries are permitted to participate in these workshops on a "space available" basis.

The entire membership of both OLA and OLTA is invited to participate in the fall annual conference and the spring district meetings. The staffs of the host libraries handle the local arrangements while the Executive Director oversees all program planning and invites speakers.

The annual business meetings and the election of officers for both associations take place at the three-day conference. Most of the OLA special interest groups called Round Tables also hold meetings and present their programs. The conference is one of the few OLA-OLTA events which features some speakers from outside Ohio. Attendance at the conference last year was 826. This figure includes both OLA and OLTA members, exhibitors and students.

The two organizations also sponsor a series of one-day multi-session district meetings each spring at various libraries throughout the state. One thousand and twenty-three persons attended district meetings in 1967.

In previous years, each area had planned its own programs with speakers and discussion leaders from the neighboring district. However, this spring the same program and speakers traveled from one meeting to another. As there is a ban on paying for speakers at the spring meetings, most of those called upon are "elder statesmen" librarians. The same people seem to be frequently requested to deliver the addresses.

These district events are not restricted to OLA members. Some small libraries close for the day so all their employees may attend. Therefore, many non-professionals have an opportunity to take part. If part of these meetings could be aimed more toward the non-library school graduate, and if some clerical workers were included on the program, other library employees might be attracted to join the association.

Although OLA sends flyers to keep members aware of upcoming meetings and special events, the association primarily communicates with its membership through the Ohio Library Association Bulletin. This publication won the H. W. Wilson Library Periodical Award in 1966. Nearly all of the articles are written by Ohio librarians and deal for the most part with public libraries. Some library and personnel news is included in each issue along with a column written by the OLA president and Executive Director.

Because of the three-month interval between issues, the journal is often late in reporting the news. The present financial condition prohibits more frequent publication. In 1966, $2,891.45 was taken from OLA funds to subsidize the Bulletin. The current advertising rate is low; a full-page ad costs only $50. These rates have not been increased since 1957; yet, printing costs have risen significantly over the past few years.

All policy making on legislative matters for the association is directed by the Legislative Committee acting on the advice of an attorney who supervises the entire program on a continuing basis and also acts as registered lobbyist for the organizations. The legal counsel checks closely on all proposals introduced in the State House which pertain to libraries. He also drafts bills which the Legislative Committee feels are needed and then arranges for a member of the legislature to introduce the measure.

The association tries to get local librarians involved in the legislative program by urging them to maintain friendly relations with representatives by voluntarily sending reference materials which may help them. When hearings are scheduled on a controversial bill, the Executive Director asks certain librarians to be present to indicate OLA's position to the legislators. Frequently, OLA members are called to testify at these hearings.

The association sends to each public library an Ohio Legislative Directory and a Legislative Newsletter which describes the status of pending bills which pertain to libraries. The legal counsel who defines strategy on all legislation prefers using a soft-sell approach with state representatives and tries to save any large scale public opinion campaign for bills of crucial importance.

OHIO LIBRARY FOUNDATION

The Ohio Library Foundation is a non-profit corporation designed to promote better service in all types of libraries in the state. Members of the Foundation include the current and past presidents of OLA, OLTA, the Ohio Association of Law Libraries, the State Library Board, the Ohio Association of School Librarians and the Library Section of the Ohio College Association. Unfortunately, the foundation has not yet been able to accumulate sufficient capital to implement its programs although some money is being raised by the sale of historical census indexes of Ohio.

OLTA

Any library board member or former board member may join the Ohio Library Trustees Association. The OLTA constitution bars membership to library employees. While most trustee dues are paid from library budgets, membership dropped significantly to the lowest point in the past ten years when dues were increased in 1967 from $1.00 to $3.00. At present, 1336 of the 1785 public library board members belong to OLTA.

Most of the funds used for OLTA expenses and for operating the executive offices come from public libraries who support the association through institutional memberships. Authority to pay such dues from library funds is based on Ohio Attorney General's Opinion 1948 no. 4122 and a 1952 ruling from the Bureau of Inspection and Supervision of Public Offices. In 1967, the association enrolled 219 of the 258 public libraries in Ohio eligible to join OLTA. Institutional dues set on a sliding scale from $15 to $600 are determined by the amount of a library's income during the previous fiscal year. The total revenue collected from institutional memberships in 1967 was $21,390.

A president, a vice-president, a secretary and an executive committee comprise the governing body of the OLTA. Although the president and vice-president are limited to two consecutive terms, no restrictions on service are imposed on the other officers. An analysis of the components of the governing body for the past ten years showed that there were 72 possible positions for officers and board members. Yet, only 16 people ever held office. In terms of man years of service, people who represented libraries in northeastern Ohio outnumbered those from central Ohio by two to one, those from the southeastern and southwestern parts of the state by over four to one, and those from the northwest by 19 to one. Intermediate (50-100,000 volumes) and small (under 10,000 volumes) public libraries were significantly under represented. In fact, no library having fewer than 10,000 volumes was represented on the OLTA governing body from 1957 through 1967.

The organization has no standing committees. Trustees are sometimes appointed to OLA panels. While it is not suggested that the trustees establish a committee structure similar to that of OLA, it is recommended that more effort be made to introduce new faces on the board and among the officers.

OLTA's quarterly publication, the Ohio Library Trustee is sent to every public library board member in the state whether he belongs to the association or not. The journal carries news of trustee appointments and library bond issues. A great deal of space is given to conference and district meetings announcements even though special flyers are also sent to each trustee publicizing such events. The speeches delivered at these meetings are frequently printed in the Trustee. The publication constantly urges trustees to go to meetings and pay their dues. On the whole, the publication does not seem aimed for the intellectual and professional level that trustees theoretically represent.

The Trustee does not carry any advertising. All expenses must be paid from the $3.00 individual trustee dues. The Executive Director serves as editor, but his many other duties do not allow him sufficient time to improve the journal. An editor and a business manager ought to be selected from among the membership to improve the publication and to solicit advertising. OLTA members should also be encouraged to write articles on their own library situations.

All district meetings and conferences are held under the joint auspices of OLA and OLTA. The governing body of OLTA and the Executive Director usually plan some part of these events exclusively for the trustees. However, trustee attendance at the annual conference has been low, averaging about 5 per cent for the past three years. Persons interviewed in connection with the survey stated that lack of time prevents more participation among the members at meetings. Many trustees seem to be unable to take time from their business affairs to attend meetings which last from one to three days. Also, one might suspect that the programming has not stimulated them enough to make the effort to attend.

Every trustee interviewed expressed the opinion that the librarian had the responsibility to stress the value of OLTA to his board and to encourage the members to attend meetings and take an interest in the association.

The executive office is a joint project sponsored by both OLA and OLTA. The major portion of the operating revenue for the office is derived from OLTA institutional dues but is supplemented by a grant from OLA funds. In 1967, OLTA provided two-thirds of the allocated funds.

The $3 individual dues from trustees produces little revenue— approximately $4008 this year. OLA derives nearly all its money from membership subscriptions which are calculated at the rate of $1 per thousand of earned income. Average individual dues in 1967 were $6.10 which amounted to approximately $12,304.10. Some additional capital is raised from the sale of exhibit space at the annual conference.

Because the yearly dues do not cover all the expenses incurred in running the executive office, a subsidy from an OLTA surplus has been allotted for the past three years. The original surplus of $35,000 had dwindled to less than $2,000 as of June, 1967. Unless some additional capital can be raised, the associations may not be able to continue the executive office in the future.

SURVEY QUESTIONNAIRE

In order to determine the attitudes of the members towards their association, questionnaires were sent to all members of OLA who had paid dues by May 1, 1967. Of the 2000 people queried, 876 (41.7%) replied. Over three-fourths of those who returned the questionnaire worked in public libraries.

The greatest portion of the respondents had joined the association within the past three years. Over 70 per cent of all respondents worked in libraries owning over 100,000 volumes. Only two persons from public libraries having fewer than 10,000 volumes replied. Slightly over 40 per cent had earned degrees beyond the bachelor's level. Most of the 10 per cent who had advanced degrees in subject specialties worked in academic libraries. Persons holding bachelor's degrees including the B.S. in L.S. represented 30 per cent of the total.

The overwhelming majority of the respondents indicated that they were allowed time to attend OLA meetings although fewer than a third have all their expenses paid by the library. Public librarians received the largest portion of committee assignments during the past five years— eight to one over the academic librarians, 100 to one over the school librarians. No special librarian reported service on an OLA committee.

Only about one-third of the respondents reported attending a conference or district meeting within the past three years. Of the 876 persons who replied, 87 per cent admitted they found the Round Table meetings sometimes or frequently helpful while 11 per cent thought them seldom worthwhile. Only 13 persons from non-public libraries said they had participated in a sub-professional workshop. Of the 125 public library employees who had attended, 121 found them helpful.

Book selection which was voted the most popular topic for future programs was closely followed by reference and public relations. Technical service programs were favored by the academic and special librarians.

Over 80 per cent said they read the OLA Bulletin, and 69 per cent found the articles presented either helpful or interesting. Forty-three per cent of all those who replied had also joined the American Library Association. Eight out of ten academic librarians were ALA members. Seventy-eight persons belonged to the Ohio Association of School Librarians and 75 to the Ohioana Library Association. Slightly over a third of the ALA members reported attending the 1966 ALA conference. That figure is approximately equal to the total membership participation at the annual OLA conference.

The respondents thought OLA should concentrate its efforts on library legislation, better workshops, and improved fringe benefits and working conditions. Only about 7 per cent of the members had called upon the executive office for help. The greatest proportion of these people worked in public libraries. Most sought advice on buildings or legal matters. Some of the replies indicated that the respondents may have confused OLA with the State Library.

Almost everyone said that meeting other members and exchanging ideas was the best fringe benefit the association offered. A number of people expressed the opinion that the organization had improved since the appointment of the Executive Director. Nevertheless, many members felt that some significant improvements might be made.

The strongest criticism among the membership concerned the selection of committee members and the place of non-professional staff in the association. The feeling was expressed again and again that the committee system was ingrown and that the same small group of people were appointed to committee jobs year after year. Many non-professionals felt that their problems and interests were not sufficiently considered. They expressed a desire for more active participation in the organization. The most frequent comment among academic librarians was that the programs were not geared to their interests and that the association was too public library oriented. Other persons wanted more stimulating programs.

A separate questionnaire was sent to each of the 1785 trustees in the state, 1336 of whom are OLTA members. Only 409 replied equaling 22.9 per cent of all trustees and 32 per cent of the membership. Response was fairly evenly divided among libraries of all sizes except those owning fewer than 10,000 volumes. Only 5 per cent of this group replied.

Over half of those who returned the questionnaire had belonged to OLTA for over five years, and 63 per cent had served on their library boards for the same period of time. Nearly all indicated activity in other civic, church or charitable organizations.

Only one person in ten reported attending an OLA-OLTA conference during the past three years while 12 per cent had turned out for a district meeting since 1964. Lowest attendance was indicated by trustees from the smallest libraries. Slightly under 4 per cent of the 409 respondents said they had served on a committee, and half of these people represented libraries over 100,000. The smallest libraries had no one who had served.

The trustees expressed an interest in learning more about personnel practices, legislation and public relations. Over half who replied read the Ohio Library Trustee. Several persons suggested that the publication could be made more effective as a medium of communication. Forty-three per cent of the trustees said they did not contact their state legislators on matters of library interest.

Although many members favored joint meetings among local trustees, few indicated participation in such events. Most mutual interaction came from the largest libraries, the smallest reported little, if any. While nearly one in four of the respondents called upon the executive office for advice, some of the statements about the help sought gave the impression that some of the trustees tend to confuse the executive office with the State Library.

The most frequent criticism expressed among the trustees was that the present programs offered to them did not meet the needs of their particular library situations. They complained that the meetings were dull or did not apply to their size of library. They asked for an opportunity to participate more fully at meetings rather than just sit and listen.

OLA RECOMMENDATIONS

Before suggesting any recommendations concerning OLA, the surveyor wishes to make the point that in comparison with other State Library associations, OLA does not merit an unfavorable status. In fact, it ranks sixth in number of members among all state library organizations. The leaders of the association have long been aware of many of the facts stated in this report. They are also cognizant of improvements which might be made. However, effecting any significant change takes time. Only three years have lapsed since the organization removed itself from the aegis of the State Library, and much good work has been accomplished during those years. Whether the recommendations in this report are implemented must depend upon the wishes of the membership and their vision of the future role the association will play in library development in Ohio.

OLA ought to reconsider its purpose. It must first decide whether it truly wants to be a statewide association of all library employees or if it wants to serve only public libraries. If the decision is made to include all types of libraries, then officers and committee assignments ought to be allotted in reasonable proportion to the number of members from each type of library.

The association might also consider whether it wishes to retain membership for non-professional personnel. At the present time, non-professionals constitute nearly one-third of the total membership. Yet, they rarely get representation on any committees. The only program planned exclusively for them is the sub-professional workshop. Since attendance at these workshops is not restricted to OLA members, one can hardly consider this a membership benefit. An alternative might be to organize a separate association for library staff similar to the Ohio School Employees Association which represents non-teaching personnel.

If OLA decides to retain its present open membership for all types of libraries and all categories of employees, then meaningful programs should be planned which will satisfy the diverse interests of these members. Representatives of the groups involved should have a voice in the planning.

Some definite guidelines for selecting officers and committeemen should be established which set forth reasonable limits on length of service and the number of assignments an individual may hold in a single year. A serious attempt ought to be made to include all classes of library employees and various types of libraries. Consideration might also be given to representation by geographic area and size of library. An annual questionnaire could be sent to members asking on which committees they would like to serve.

It is recommended that the association appoint a panel of top librarians to study the role of the organization in its relation to the State Library. A statement of policy is needed to clarify the duties and powers of each office in cooperation with the other. This statement should be distributed to all members of OLA and OLTA to dispel some of the confusion among the membership as to which agency is responsible for what.

The association is not doing as effective a job as it might in promoting membership. Many non-members attend the Regional Training Workshops for sub-professional personnel. Yet, some of the people to thom the surveyor talked were unaware of OLA and its part in the program. An instructor at each of these workshops should be appointed to explain the activities of the association in detail and to pass out membership applications. A similar procedure could be followed for the district meetings. As stated earlier in this report, many library staffers do come to these meetings. They, too, should be informed about OLA and receive applications to join. Of course, increasing non-professional memberships should be contingent upon providing a meaningful place for them in the association.

The organization might also re-evaluate its whole series of workshops and programs at conferences. The State Library has traditionally directed itself to helping small libraries. Yet, the overwhelming proportion of OLA members work in large libraries. Many of these members feel they get minimal value from the present programs because their library problems are so different. Even some of the directors of metropolitan systems who were interviewed felt OLA had little to offer their employees in terms of educational training. The State Library is now starting to take more interest in the problems of the urban libraries, so it may be possible to gear future programs toward that audience. Programs might include such topics as automation, current management practices and service to the culturally deprived. The two accredited library schools might also be approached about taking a more active part in educational workshops. Their faculties undoubtedly have much to contribute and might act in an advisory capacity to the OLA committees which plan training courses.

Because it is not bound by law nor by tradition, OLA might explore the possibility of conducting some educational programs independent of the State Library. These programs should be aimed at the specific interests of the membership—for example, workshops on working with faculty and students for academic library personnel, co-ordinating the library with the curriculum for school librarians. More emphasis could be placed on the problems of the metropolitan libraries. All of these programs should be designed to help solve the problems the members face in their daily jobs.

OLA seems to devote a good portion of its educational program to reference work for non-professional personnel. However, one wonders just how frequently reference expertise is needed in a small public library. These workshops are of doubtful value to the metropolitan libraries who employ professionals to handle their reference questions. If the organization made a serious attempt to determine just what kind of work a non-professional in a small library is called upon to perform, workshops might then be directed toward the actual needs of the members.

The content of OLA meetings could certainly be enlivened by having speakers from libraries outside the state or from other professions such as educational and audio-visual specialists, public relations or community development experts and literary personalities. Right now the association seems to have a tendency to talk too much to itself.

OLA Bulletin advertising rates could be increased. The present rate of $50 per full-page ad is too low, especially in view of the fact that association funds are currently subsidizing 45 per cent of the total cost of publication.

The association might work diligently for another accredited graduate library school. This new school should be located in the southwestern part of the state. If at all possible, the program should be a part of the state university system where tuition would be low enough to permit students of limited financial means to attend.

A committee might be organized to define both long and short-term public relations goals. Once these have been decided upon, material of a practical nature such as a booklet should be prepared and distributed to the membership outlining specific action to be taken in each community. In addition, workshops featuring professional journalists might be presented which instruct the members in the preparation of news releases for the mass media.

A speakers' bureau for public relations might also be formed to represent the library profession in talks before service clubs and church groups. These talks would stress the value of library services to the individual and the community.

A disagreement occurred at the 1966 conference when a protest was raised that the entire membership had too little voice in the selection and election of officers. It is recommended that a poll be taken to determine whether the members prefer to have two candidates nominated for each office instead of the present single candidate slate and also if balloting should be conducted by mail or at the annual meeting. At present, persons who are unable to attend this meeting do not have an opportunity to vote.

A survey might also be taken among the members to determine if they are interested in having OLA work to improve library employee fringe benefits and which particular benefits the members most desire.

OLA should also embark on an all-out drive to recruit the other 5,000 library employees who still have not joined the organization. However, any membership campaign must be predicated upon providing these people a meaningful place in the association and offering them a worthwhile program.

Those members of OLA and OLTA who also hold membership in the Ohio Library Foundation might explore the possibilities of a long-term fund raising campaign and make some practical recommendations for securing revenue to accomplish the goals which the foundation has set for improvement of library resources in the state. Such strong leadership might serve to inspire some activity among the other participating library groups in the foundation.

OLTA RECOMMENDATIONS

The association's most important task is to aim for more active participation among the trustees. The most effective way to attract such participation is to offer effective and creative programs which will appeal to the majority of trustees. Any organization which presents an interesting and worthwhile programs is bound to increase both its membership and its attendance at meetings.

Perhaps one way to gain active participation is to give all the trustees a greater voice in deciding their own programs. More members, other than those on the Executive Board, might be included in planning their own programs for conferences and district meetings. Authorities from outside the library world such as public relations experts and personnel specialists could be invited to speak. It is also quite likely that speakers could be found among the OLTA membership. Many trustees are professional men of high caliber such as newspaper editors, lawyers and businessmen. They might be persuaded to discuss their professional specialties in a way applicable to library operations.

Small local meetings of trustees representing libraries of similar size might be held on a trial basis. The program prepared by an OLTA committee should be planned so trustees can exchange ideas rather than "just sit" These meetings should be brief but full of practical information. It is recommended that the sessions be held at night or on weekends and limited to only once or twice a year in each area. Topics for such programs might include state and local library laws presently in force, periodic reviews of federal legislation which pertains to libraries, library accounting procedures, or public finance at it applies to libraries. A program might also be presented which describes just what constitutes a good library. This would give the members some yardstick with which to measure their own libraries.

A serious attempt should be made to bring in new people representing libraries of all sizes and geographical areas to serve on the Executive Board. However, tenure on the board should be limited.

Librarians should be urged to promote OLTA to their library boards and encourage the individual members to take part in trustee affairs.

The Ohio Library Trustee ought to be improved in format and content. Trustees should be invited to write articles on their own library operations. An editor and a business manager ought to be selected from among the OLTA members to revamp the publication. The business manager would solicit advertising to put the journal on a self-sustaining basis. The Trustee might consider publishing articles of a practical nature which set forth guidelines on personnel, taxation, intellectual freedom, etc.

A literature kit containing pamphlets which deal with topics of pertinent interest to library boards members might be presented to each new appointee compliments of OLTA. The Executive Director might then send a brief letter of welcome to the new trustee inviting him to join the association and to attend the next OLTA meeting.

One way to raise more money for the trustees' association would be to start a Friends of Ohio's Libraries group. Existing local friends groups might be banded into a statewide unit. Dues should be no more than $1 or $2 per year. These people, kept informed on pending legislation, could contact their legislators on important issues affecting libraries.

FOOTNOTES

1. Ohio Library Association. Revised Constitution. Article III, Section 1. August, 1966.
2. Data supplied by Educational Consultant, School Library Services, Ohio Department of Education.
3. 1967 includes library school faculty which was counted as other in previous years.
4. Chait, William. "From the President," OLA Bulletin, Vol. 35, no. 1, January, 1965. p. 1
5. Shera, Jesse H. "From the President," OLA Bulletin, Vol. 34, no. 3, July, 1964. p. 1
6. OLA Bulletin, Vol. 33, no. 3, July, 1963. p. 17
7. Ibid, Vol., 34, no. 4, October, 1964. p. 2
8. Report of OLTA Business Meeting Submitted by George C. Coen, Secretary. Ohio Library Trustee, Vol. 29, no. 1, January, 1967. p. 9
9. Based on figures from Ohio Directory of Libraries, 1966.
10. OLTA Financial Statement. June, 1967. (mimeograph).

OHIO LIBRARY ASSOCIATION QUESTIONNAIRE

1. How long have you been a member of OLA?

____under one year ____1-3 years ____3-5 years

____5-10 years ____10-20 years ____over 20 yrs.

____student member

2. In which type of library do you work?

____public ____school ____college ____special

3. How many volumes does your library own?

____over 100,000 ____over 50,000 ____over 25,000

____over 10,000 ____under 10,000

4. What is the highest degree you have earned?

____high school diploma ____BA or BS

____MA or MS in library science ____MA or MS in subject field

____PhD in library science ____PhD in subject field

The next questions relate to your attendance at conferences and general participation in the Association.

5. Does your library director give you time off to attend OLA conference meetings? ____yes ____no

6. Are all of your expenses at OLA meetings paid by your library?

____yes ____no

Are part of your expenses at these meetings paid by your library?

____yes ____no

What part of your expenses does the library pay?

____over 50% ____over 30% ____travel expenses

____Other (Please be specific)

7. List the OLA committees on which you have served in the last five years. If you were the Chairman, please indicate that fact.

Committee	Year
____________________	____
____________________	____
____________________	____
____________________	____

Please indicate the years in which you attended the meetings described in questions 8 and 9. Leave the spaces blank for the years you did not attend.

8. Check if you attended the OLA annual conference in —

____1966 ____1965 ____1964

____1963 ____1962 ____1961

9. Check if you attended the OLA district meeting in —

____1967 ____1966 ____1965

____1964 ____1963 ____1962

10. To which OLA Round Tables do you now belong?

____

____

____

11. Do you find OLA Round Table meetings helpful in solving your library problems?

____always ____frequently ____sometimes ____seldom

12. List the OLA-State Library sponsored workshops you have attended and the years of attendance.

Workshop	**Year**
____________________	____
____________________	____
____________________	____

13. Did you find these workshops—

____very helpful ____somewhat helpful ____not very helpful

14. What kinds of educational programs or workshops would you like to attend? Check those which interest you.

____book selection ____technical services ____reference

____administration ____legislation ____public relations

____Other (Please be specific)______________________________

Now about the Ohio Library Association Bulletin —

15. Do you read your OLA Bulletin?

____regularly ____sometimes ____seldom

16. Do you find the articles in the Bulletin helpful in your work?

____yes ____no

The following questions pertain to other library associations:

17. Please place a check beside the names of the following organizations if you are a member:

____American Library Association ____Special Libraries
____Ohio Association of School Librarians
____Ohio Association of Law Librarians
____Ohioana Library Association
____Ohio Valley Group of Technical Services Librarians
____Northern Ohio Technical Services Librarians
____Other (Please name the association) ____________________

18. If you attended the ALA annual conference place a check by the appropriate year.

____1966 ____1965 ____1964
____1963 ____1962 ____1961

19. Have you attended annual or regional meetings for any of the other library organizations listed above?

____________________Name of the organization
Years of attendance ____1967 ____1966 ____1965
__-__1964 ____1963 ____1962

The rest of the questions will give you an opportunity to comment on the Ohio Library Association.

20. On which one program would you most like OLA to concentrate its efforts? Check one.

____library legislation ____workshops
____recruitment ____intellectual freedom
____better fringe benefits and working conditions
____other (Please specify)______________________________

21. Have you ever called upon the OLA-OLTA executive office for advice on your library program? ____yes ____no

What was the nature of the advice given to you?

22. Have you received any benefits not covered so far from your OLA membership?

23. What do you think could be done to make OLA a more effective organization?

OHIO LIBRARY
TRUSTEES ASSOCIATION
QUESTIONNAIRE

1. How long have you been a member of the Ohio Library Trustees Association?

____under one year ____1-3 years ____3-5 years

____5-10 years ____10-20 years ____over 20 years

2. How long have you served on your library board?

____under one year ____1-3 years ____3-5 years

____5-10 years ____10-20 years ____over 20 years

3. What is your occupation?

____

4. How many volumes does your library own?

____over 100,000 ____over 50,000 ____over 25,000

____over 10,000 ____under 10,000

5. In what other civic activities do you take part?

____School Board ____Hospital, museum or other civic board

____Political affairs ____Philanthropic and charitable groups

____________________Other (Please name the activity)

The next questions relate to your attendance at conferences and general participation in the Association.

6. Did you attend the OLA-OLTA annual conferences in —

____1966 ____1965 ____1964

____1963 ____1962 ____1961

7. Did you attend an OLA-OLTA district meeting in —

____1967 ____1966 ____1965

____1964 ____1963 ____1962

8. Have you ever served on an OLTA committee? ____yes ____no

On which committee did you serve?____________________

Please indicate the years:

for example, 1964 or 1962. ____________________

____

9. OLA-OLTA has sponsored a number of educational workshops or meetings designed to inform trustees on current library problems. Have you ever attended one of these workshops? ____yes ____no

Please list the workshops you attended and the year the meeting was held.

Type of Workshop	Year
____________________	____
____________________	____
____________________	____

10. What topics would you like to learn more about at future OLTA meetings?

____library legislation ____library construction

____library personnel ____library insurance

____________________ Other (Please specify your preference)

Now about your OLTA Newsletter.

11. Do you read the OLTA Newsletter

____regularly ____sometimes ____seldom

The following questions pertain to the American Library Association.

12. Do you belong to the American Library Trustees Association?

____yes ____no

If you belong to ALTA, did you go to the ALTA annual meeting in—

____1966 ____1965 ____1964

____1963 ____1962 ____1961

The rest of the questionnaire will give you an opportunity to comment on the Ohio Library Trustees Association.

13. Do you contact your representatives in the state legislature for their help in passing legislation beneficial to libraries?

____yes ____no

14. Do you meet informally with trustees from other libraries to discuss mutual problems?

____frequently ____sometimes ____seldom

15. Have you ever called upon the OLA-OLTA executive office for advice on your library problems? ____yes ____no

    If yes, what was the nature of the advice given to you?

16. What do you think could be done to make OLTA a more effective organization?